“Naval Medical Reserve” Mentoring Program

A Mentoring and Life Skills Program Tailored for Men and Women.

CNO Guidance for 2003

- Leadership Guidance for 2003
- “We must continue to mentor our Sailors”
- “Create a mentoring culture and assign a mentor for every service member”
  - By March 2003.
  - Revised to April 2004.

“Naval Medical Reserve” Mentoring Program

- Goal: Develop our staff into mature, accomplished, goal-oriented, focused and productive sailors & federal employees—fully prepared to accomplish our mission and succeed in both the Navy….and in life.
- We expect retention and the level of service that we provide to our beneficiaries to be enhanced as participants realize their potential.

The Seven Pillars of the “Reserve Mentoring Program”

- **Development (Personal and Professional)**
- **Patriotism (Community & Cultural Enrichment)**
  - **Navy Community**
  - **Local Community**
- **Productivity (Financial Security and Planning)**

The Seven Pillars of the “Reserve Mentoring Program”

- **Development (Partnerships)**

  Partnerships develop through the process of sharing

  knowledge, insight, and information.

- **Progression and Practices (Education and**

  Life-long Learning)

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- Creating a mentoring “culture.”
- The Mentor and Protégé will enter into a written contract that will define desired outcomes (goals). Ideally, the relationship will continue for at least six months. A minimum of two hours of contact each month will be encouraged.

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- In order for the program to be effective, there must be a “good fit” between Mentor and Protégé.
- Both Mentor and Protégé will have the option to “Opt Out” of the relationship and choose a replacement, if one is available, during the first 30 days.

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- During the course of the relationship, the Mentor and Protégé will periodically be asked to complete a survey. Data derived from surveys will enable the command to develop metrics that will be used to measure the effectiveness of the program over time.
- Option to survey “mentoring culture” via web-based tools.

Key Players

- Senior leadership is critical
- Command Orientation & New Check-ins
- Education and Training
  - Naval Medical Reserve Mentoring classes
    - Possible formats: internet, videotape, live classes
- Professional Development Board Coordinator
- Career Counselors

Organizational Structure

Plan of Action

- Once plan approved by CO:
  - Brief ESC and Department Heads
  - Form a group of highly motivated team members
  - Begin recruiting and screening mentors
- Assign and coordinate functional areas
- Launch Date: 02 April 2004

Concerns

- Lack of higher directives
- Barriers:
  - Educational
  - Corps misconception
  - Rank
- Visible senior participation is critical
- Mentor recruitment with effective screening
- Lack of time on part of mentors and protégé
- Ability to measure and quantify success

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Thank you for your attention.

Questions??